PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
NEWFOUNDLAND & LABRADOR

Annual Report
2005-2006

Equality, Equity and

Inclusion for Women

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President's Message

As President/CEO of the Provincial Advisory Council on the Status of Women, it is my pleasure to submit the annual report for the 2005-2006 fiscal year on behalf of the Council Members and in accordance with the *Guidelines for Annual Performance Reports for Category 2 Government Entities*. My signature is indicative of the Council Members' accountability for the results and any variances explained herein.

This was a year of significant transition for the Advisory Council, as one group of Council Members completed their terms of office and new Council Members were appointed. It also marked the conclusion of the 25th Anniversary of the Advisory Council, a significant milestone for the equality-seeking women's community.

Most of the work reported here was completed by the outgoing Council Members. This dedicated group of feminists completed their terms of office on March 5, 2006: *Joyce Hancock – President/CEO, Susan Hollett – Vice President, Phyllis Artiss, Katherine Baikie-Pottle, Michelle Boutcher, Dorothy Fewer, Janice Haynes-Jamieson, Bernice Hollett, Frances Murphy, Evie Newton, Joan Wilson, and Jacqui Winter.*

We offer sincere congratulations to this group of dynamic women for their hard work and commitment to advancing the social, legal, cultural, economic, and political equality of women in Newfoundland and Labrador. A great deal of work was done and much was accomplished by the Advisory Council during this past year. We have done the utmost to reflect the outcomes of their work on priorities, goals and objectives from April 1, 2005 to March 5, 2006, within this report.

As has been true in the past, the new Council reflects great diversity in feminist experience and expertise. Phyllis Artiss was reappointed in the position of Vice-President, ensuring continuity from the outgoing Council. In addition, the following new Council Members were appointed to three-year terms of office on March 6, 2006: *Mary Pia Benuen, Jackie Jenkins, Yamuna Kutty, Carolyn Lavers, Vanessa MacArthur, Michelle Murdoch, Phyllis Seymour, and Hilda Whelan.*

As we reflect on the work presented in this report, the new Council Members also look forward to the next three years of exciting and demanding work. We will strive to build on the twenty-five year legacy of feminist commitment and dedication to advancing the status of women. We are poised to do so in a spirit of collaboration and partnership with grassroots women's groups, community agencies, and the provincial Government.

Leslie MacLeod

1.0 Letter of Transmittal

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September 25, 2005

Honourable Joan Burke
Minister Responsible for the Status of Women
Government of Newfoundland and Labrador
P.O. Box 8700
St. John's, NL A1B 4J6

Dear Minister Burke:

In accordance with Government's commitment to accountability, I am pleased to submit the 2005-2006 Annual Report of the Provincial Advisory Council on the Status of Women. This report was prepared under my direction and reflects Council Members' accountability for the progress and accomplishments of the Provincial Advisory Council on the Status of Women from April 1, 2005 to March 31, 2006.

Sincerely,

Leslie MacLeod
President/CEO

2.0 Entity Overview

2.1 The Status of Women Ministry

The Status of Women Ministry is composed of both an internal agency, the Women's Policy Office, and an external agency, the Provincial Advisory Council on the Status of Women.

The **Women's Policy Office (WPO)** is a branch of Executive Council. It is the central agency within Government coordinating the development of programs and policies for the benefit of women in the Province. The mandate of the Women's Policy Office is to achieve social and economic equality for all women in Newfoundland and Labrador.

The **Provincial Advisory Council on the Status of Women (PACSW)** is an arms-length, legislated body connected to individual women and equality-seeking women's organizations throughout Newfoundland and Labrador. The Advisory Council monitors Government action, provides independent advice, and lobbies on behalf of the women in the Province. We use our strong connection to women's groups to provide information and analysis to Government about the differing impacts of programs, policies, services and legislation on women, families and communities.

Although women and women's equality-seeking organizations are unrestrained in their efforts to influence equality issues, there is much concentrated collaboration between them and the department and organization set up to pursue equality for Newfoundland and Labrador women. The Advisory Council informs the Minister Responsible for the Status of Women of the equality issues brought to our attention by individual women and women's groups, and provides information and analysis of those issues. The Minister is then able, through the Women's Policy Office, to use the information provided by the independent Provincial Advisory Council to direct additional research and analysis and, hopefully, push for changes and improvements in department and Government directions which impact on women, families and communities. Please see Appendix A for the Provincial Advisory Council on the Status of Women overview pamphlet.

2.2 Mandate, Vision and Mission

Mandate:

The Provincial Advisory Council on the Status of Women is mandated by the *Status of Women Advisory Council Act*:

"3. *The advisory council shall*

(a) *advise the minister on those matters relating to the status of women that the minister refers to the advisory council for consideration;*

(b) *advise the minister on those matters relating to the status of women that the advisory council feels appropriate; and*

(c) *bring before the government and the public matters of interest and concern to women; and*

(d) *establish the general policies that will govern the organization, administration and operation of the advisory council."*

For a listing of the powers of the Advisory Council, please refer to Appendix B.

Vision:

- Equality, equity and inclusion for women in Newfoundland and Labrador.

Mission:

- To provide for Newfoundland and Labrador women and women's equality-seeking groups an organization which works for the social, cultural, economic, legal and political equality of women.

The Provincial Advisory Council on the Status of Women was originally established as a body for research and advising Government on matters relating to the status of women in Newfoundland and Labrador.

Throughout its twenty-six year history, Advisory Council Members and Staff have worked with Premiers, Cabinet Ministers, Ministers Responsible for the Status of Women and interested Members of the House of Assembly to advance women's equality throughout the Province.

The Advisory Council draws its information, analysis and strategies from Council Members and the larger provincial women's community through equality-seeking feminist organizations, as well as individual women and women's groups with whom we share a common equality agenda. Since many Federal Government decisions impact on women, families and communities in Newfoundland and Labrador, the Advisory Council works as well on national concerns which affect the status of women.

2.3 Values

As an equality-seeking organization, the Newfoundland and Labrador Advisory Council on the Status of Women works from a feminist perspective to advocate for women's full and equal participation in all aspects of society. As the Council responds to the equality concerns of women in Newfoundland and Labrador, we work to include feminist principles, processes and practices in all of our activities and initiatives. This is accomplished at our Council meetings and within our day-to-day approach to Staff work. Fourteen feminist premises, developed over a twelve-year period, have been accepted by the Council Members and Staff; these represent the Basis of Unity of our organization:

1. To be a feminist is to assert our equal value as women in a society that too often undervalues our worth, contributions and experiences.
2. To be a feminist is to challenge the inequities in power and privilege that exist because of sexism, classism, heterosexism, ageism, ableism, racism and all other forms of exclusion.
3. To be a feminist is to question the institution of family as it is currently structured, and to challenge the roles and responsibilities of women and men in family care giving.
4. To be a feminist is to be a strategist in challenging structures and institutions that are built upon male values and experience, and that limit women's equal participation.
5. To be a feminist is to view the world through our women's eyes from our women's experience, and to see this lens as valuable and necessary in the pursuit of equality and inclusion.
6. To be a feminist is to recognize, include and value women's different kinds of knowledge, including knowledge informed by personal experience and knowledge acquired through work and education.
7. To be a feminist is to acknowledge that the world is not always a safe place for women to speak out about inequality. The strength that exists in the collective voice of women's organizations makes our challenges safer and more effective.
8. To be a feminist is to take responsibility for learning about the issues that often seem to divide us (the environment, war, sexuality), and to create safe spaces to talk about our disagreements.
9. To be a feminist is to challenge men to support our feminist agenda, and to support pro-feminist men who share our common agenda for peace, equality and justice.

10. To be a feminist is to take pride in feminism as a movement for transforming the world into an equitable, peaceful and just place for women, men and children.
11. To be a feminist is to examine our organization's principles, practices and processes to ensure that we are creating opportunities to include the perspectives of women whose voices have not been included (e.g., young women, seniors, lesbians, Aboriginal women).
12. To be a feminist is to take our agenda for women's equality and inclusion into every meeting, regardless of the structured agenda.
13. To be a feminist is to make every meeting a celebration, and every celebration a meeting; to continuously acknowledge both the challenges and joys of working for and with women.
14. To be a feminist is to learn about women's history and the history of the women's movement.

2.4 Model of Governance

The Newfoundland and Labrador Advisory Council on the Status of Women consists of eleven members, including a President/CEO and Vice President, who are appointed for three-year terms. The President/CEO's position is salaried, and she works to maintain an everyday presence on issues affecting the status of women in Newfoundland and Labrador. Along with the President/CEO, a Community Liaison/Communications Director and an Administrative Assistant support the Advisory Council's everyday work. The Advisory Council meets quarterly for two-day meetings. The Advisory Council President/CEO chairs the meetings.

The Council works with a sub-committee system in order to have hands-on involvement in the work and direction of the Advisory Council. Current committees include:

1. Governance.
2. Personnel.
3. Finance.
4. Building Maintenance.

The Council President/CEO works with each of the Council's subcommittees.

Prior to every quarterly meeting, a full Activity Report covering the interim period, including relevant statistics, is provided to all Council Members. These reports are reviewed by the Council and discussed during quarterly meetings to ensure that the everyday work is in keeping with the Council's mandate, priorities, goals and objectives. Council Members are also updated weekly by the President/CEO and Staff.

Regular Staff meetings, the continuous sharing of responsibilities, and a commitment to working to create a woman-centered environment within the Advisory Council office allow Staff to work at an optimal level.

2.5 Council Members

The Advisory Council is composed of feminists who live and work in different regions of the Province, providing expertise from both urban and rural perspectives. Together, they bring a rich diversity of experience and analysis to the work of the Advisory Council. Council Members and Staff share a passionate commitment to advancing the status of women in Newfoundland and Labrador.

2003-2006 Council Members

The 2003-2006 Council finished its term on March 5, 2006. The Council Members were:

- Joyce Hancock, Stephenville – President/CEO.
- Susan Hollett, Shoal Harbour – Vice-President/Finance Chair.
- Dorothy Fewer, Grand Falls-Windsor – Personnel Chair.
- Phyllis Artiss, St. John's – Signing Officer.
- Evie Newton, Corner Brook.
- Michelle Boutcher, St. John's.
- Bernice Hollett, Happy Valley-Goose Bay – replaced by Katherine Baikie-Pottle in 2005.
- Joan Wilson, Port Aux Basques.
- Jacqui Winter, Wabush.
- Frances Murphy, Nain.
- Janice Haynes-Jamieson, Swift Current.

2006-2009 Council Members

The 2006-2009 Council Members of the Newfoundland and Labrador Advisory Council on the Status of Women were appointed effective March 6, 2006. Current Council Members are:

- Leslie MacLeod, St. John's - President/CEO.
- Phyllis Artiss, St. John's – Vice-President/Signing Officer.
- Phyllis Seymour, Little Bay Islands.
- Michelle Murdoch, St. John's.
- Mary Pia Benuen, Sheshatshiu.
- Hilda Whelan, Whitbourne.
- Jackie Jenkins, Grand Falls-Windsor.
- Carolyn Lavers, Port au Choix.
- Vanessa MacArthur, Port aux Basques.
- Yamuna Kutty, St. John's.
- *Beni Andersen, Nain.

*Beni Andersen was unable to accept her appointment to the Advisory Council and this seat is currently vacant. We expect that an eleventh Council Member will be appointed in the near future.

2.6 Advisory Council Staff

A staff of three women carries out the everyday work of the Provincial Advisory Council: President/CEO, Community Liaison/Communications Director and Administrative Assistant. The work of the Advisory Council would not be possible without the passion and commitment of these women, who ensure that the organization continues as a provincial entity.

During the 1996 Government exercise of program review, the Advisory Council Staff composition was reduced from five to three full-time positions. We lost our Executive Director and Policy Analyst/Researcher. Since the program review, subsequent Council Members and Staff have endeavored to sustain the work and presence of the Council throughout the Province.

Staff Members of the Advisory Council during 2005-2006 were:

- President/CEO – Joyce Hancock (to March 5, 2006).
- Community Liaison/Communications Director - Michelle Smith.
- Secretary/Bookkeeper – Melanie Parsons.
- Summer Student – Hope Jamieson.
- Project Assistant – Rebecca James.

The current Staff Members of the Advisory Council are:

- President/CEO – Leslie MacLeod (beginning March 6, 2006).
- Community Liaison/Communications Director – Michelle Smith.
- Administrative Assistant – Sandy Casey (beginning April 11, 2006).

2.7 Accountability

It continues to be a strong ethical value of the Advisory Council that we hold ourselves accountable to the women of Newfoundland and Labrador we work for and with in the pursuit of equality. We are accountable through our practice of feminist principles and processes and our commitment to feminism as our basis of unity.

The Advisory Council is also accountable in all of our practices to:

- Government for its fiscal resourcing of our organization.
- Equality-seeking feminist and anti-violence organizations who share a common agenda to improve the status of women in our Province.

- The women in Newfoundland and Labrador who deserve an equal voice in the decisions which affect families and communities.
- The Council Members and Staff of our organization for using a feminist empowerment model within our meetings, decision-making processes and everyday work.

2.8 Stakeholders

The Advisory Council considers numerous equality-seeking and anti-violence organizations to be partner organizations in our work to eradicate violence, inequality, and exclusion. These include:

- Status of Women Councils.
- Women's Centres.
- Shelters.
- Transition Houses.
- Regional Coordinating Coalitions Against Violence.
- Family Resource Centres.
- Women's Institutes.
- Women's Policy Office.
- Women's Studies Program, Memorial University of Newfoundland.
- National/international women's organizations.
- Other community-based, anti-violence and equality-seeking organizations.

The Provincial Advisory Council on the Status of Women also meets and consults regularly with Government departments, agencies and/or ministers on an ongoing basis to: provide gender analysis; assess the impacts of Government decision-making on women, families and communities; and recommend policies, programs, services or legislation to improve the status of women. For a full listing of stakeholders, please refer to Appendix C.

2.9 Operational Principles

The following operational principles were developed over a twelve-year period and accepted by the Provincial Advisory Council on the Status of Women:

Accountability

The feminist principle of accountability means we hold ourselves responsible to the women we work for and with in our pursuit of equality and inclusion. We are accountable through our practice of feminist principles and our commitment to feminism as our basis of unity.

Advocacy

The feminist principle of advocacy means supporting or recommending a position or course of action that has been informed by women's experiences in our efforts to bring about equality and inclusion. Advocacy may take place through a variety of actions and strategies, ranging from demonstrations and protests to meetings and dialogue.

Challenge and Conflict

The feminist principle of challenge and conflict means that we accept conflict as inevitable while embracing challenge as the practice of calling into account, questioning, provoking thought, and reflecting. When we are committed to respectful ways of challenging and healthy conflict resolution processes, we deepen our individual and collective understanding.

Choice

The principle of choice means that we respect, support and advocate for women's individual and collective right to make our own decisions about our bodies, our families, our jobs and our lives. The right to choose is integral to the feminist pursuit of social, legal, political, cultural and economic equality for women.

Consultation

The feminist principle of consultation means working collaboratively, seeking guidance and sharing information in developing strategies and actions to advance women's equality.

Diversity

The feminist principle of diversity means that we respect, accept and celebrate our individual and collective differences as women, including those based on age, race, culture, ability, sexuality, geography, religion, politics, class, education and image, among others.

Education and Mentoring

The feminist principle of education and mentoring means creating opportunities to guide, counsel, coach, tutor and teach each other. Constantly sharing our skills, knowledge, history and understanding makes our organizations healthier and more effective in our pursuit of equality and inclusion.

Equality and Inclusion

The feminist principle of equality and inclusion means, as feminist organizations, we apply a feminist analysis to policies, programs, practices, services and legislation to ensure they are inclusive of women and other marginalized groups. We advocate for equity practices to eliminate the barriers to inclusion, recognizing that inclusion leads to equality.

Evaluation

The feminist principle of evaluation means taking the time to reflect upon whether we are achieving what we set out to do as well as how we are going about it. Evaluation presents an opportunity to examine the work that we do and the feminist principles, practices and processes that guide and inform this work.

Joy and Celebration

The feminist principle of joy and celebration means that we honour each other and our work through sharing joy and celebrating our commitment to women-centered, feminist principles, practices and processes.

Leadership

The feminist principle of leadership means embracing and sharing the skills and knowledge of individual women and providing opportunities for women to develop their leadership potential. As feminist organizations, we invest power and trust in our leaders with the expectation they will draw upon feminist practices and processes in our efforts toward equality and inclusion.

Power Sharing

The feminist principle of power sharing means we are committed to creating balanced power relationships through democratic practices of shared leadership, decision-making, authority, and responsibility.

Safety

The feminist principle of safety means we are committed, as women and organizations, to creating environments where all women feel comfortable and safe to participate in our work toward equality. We build safety through healthy practices of inclusion, respect, self-care and confidentiality.

3.0 Lines of Business

The Advisory Council continues to work in keeping with our legislated mandate, as set out in the *Status of Women Advisory Council Act,* in the four focused areas of: (1) advising, advocating and lobbying; (2) communications; (3) public education and awareness; and (4) outreach, consultation and leadership. These four lines of business were considered to be the priorities of the Advisory Council by the 2003-2006 Council Members.

Advising, Advocating and Lobbying

The Council works to advise, advocate and lobby on behalf of women's equality, equity and inclusion.

This is accomplished through:

- Dialoguing with the Minister Responsible for the Status of Women and other Government representatives.
- Informing Government of the differing impacts of Government legislation, policies or regulations.
- Assisting women and women's organizations in their analysis, policy development and communication of a strong, women-centered perspective.

Communications

The Council works to be in constant communication with women and women's organizations in our mutual pursuit of equality.

This is accomplished through:

- Maintaining daily communication with women and women's organizations.
- Providing easy access to current information useful to their equality pursuits.
- Assisting women and women's organizations in their analysis of that information.
- Coordinating meetings and conference calls on issues pertinent to the status of women in our communities, Province and Country.

Public Education and Awareness

The Council works to provide public education and awareness on issues of women's social, legal, economic, political and cultural equality.

This is accomplished through:

- Using the media throughout the Province, providing a feminist reaction to issues negating women and women's experiences and highlighting issues relevant to women's equality and inclusion.
- Facilitating and assisting women in their efforts to develop and present a feminist perspective on equality issues in their communities and regions.
- Preparing and delivering presentations, workshops and speeches with a strong women's equality message.

Outreach, Consultation and Leadership

The Council works to provide outreach, consultation and leadership to the provincial women's community.

This is accomplished through:

- Coordinating and hosting monthly conference calls with established women's equality-seeking organizations, as well as ad hoc and emerging women's groups.
- Providing leadership, facilitation and assistance to women's groups, equality-seeking organizations and anti-violence groups within St. John's.
- Spending time in communities and regions outside St. John's to provide leadership, facilitation and assistance to women's groups, equality-seeking organizations and anti-violence groups.

4.0 Shared Commitments

The Advisory Council, as the external, arms-length agency of the Status of Women Ministry, shares a commitment with equality-seeking women and women's organizations, other equality-seeking community agencies and Government to improve the status of women in Newfoundland and Labrador.

The Advisory Council works in partnership with numerous community organizations who share our mandate to advance women's equality, such as Status of Women Councils, Women's Centres, Shelters, Transition Houses, and Regional Coordinating Committees Against Violence (RCC's) as well as provincial organizations such as the Transition House Association of Newfoundland and Labrador (THANL) and the Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre (NLSACPC).

The Council participates in a leadership role with community partners, including serving on the Board of Directors of Women Interested in Successful Employment (WISE) and Women in Resource Development Committee (WRDC). As well, we work in partnership with community organizations to organize and participate in events such as International Women's Day/International Women's Week, Take Back the Night Marches, Women's History Month, the National Day of Remembrance and Action on Violence Against Women and Violence Prevention Month.

The Council works in close partnership with the Women's Policy Office and the Minister Responsible for the Status of Women, as well as with Status of Women Canada's Women's Program. The Council also works with other Government departments, ministers and senior officials to provide advice and analysis on policies, programs, services, budget allocations and legislation that may affect the status of women in Newfoundland and Labrador. The Council is currently an active partner in Government initiatives and strategies such as the 2006-2012 Violence Prevention Initiative and the Ministerial Committee on Violence Against Women.

5.0 Outcomes of Objectives

The following is a report on the progress and accomplishments of the Advisory Council's goals and objectives for 2005-2006, in keeping with our governance issues and lines of business.

5.1 Governance Issue 1

Goal: **Connect with women and women's equality-seeking organizations to develop and bring forward a shared women's equality agenda for Newfoundland and Labrador.**

Objectives:

a) *Meet with women in community fora to examine and debate the state of women's equality in Newfoundland and Labrador.*

b) *Coordinate a provincial conference of women from throughout the communities and regions of Newfoundland and Labrador.*

c) *Obtain required resources to finance the community fora and provincial conference.*

Progress and Accomplishments

In-Person Community Meetings

The Advisory Council successfully organized a roundtable meeting with representatives of the eight Status of Women Councils/Women's Centres in May of 2005 in St. John's to discuss the work of these organizations and make recommendations as to how to move forward with a mutual equality-seeking agenda. The meeting included a public panel presentation on the challenges and strategies for keeping feminism relevant to our work. Panelists included representatives from the Gander Status of Women Council/Women's Centre, Transition House Association of Newfoundland and Labrador, Women in Resource Development Committee, Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre and Fish, Food and Allied Workers/Canadian Auto Workers Union. Recommendations from this meeting were included in the Council's *2004-2005 Annual Report*.

On September 27, 2005 Council Staff met with representatives of the Transition House Association of Newfoundland and Labrador (THANL), each of the Shelters and Transition Houses in the Province, and the Coordinator of the Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre to discuss the challenges in equality-seeking feminist work, as well as the application of feminist principles, practices and processes to our work. Topics included:

- What does it mean to be an equality-seeking feminist organization?
- Considering Shelters/Transition Houses, Women's Centres, the Newfoundland and Labrador Sexual Assault Centre, the Provincial Advisory Council and THANL, would we describe these as "feminist organizations?" Why or why not?
- Do feminist principles/practices guide the work we do within our Board meetings? Within our workplaces?
- How do/can we support one another in our work while challenging one another on feminist analysis and processes?

In October of 2005, the Advisory Council and Staff held our quarterly meeting in Grand Falls-Windsor. In conjunction with that meeting we hosted a roundtable discussion in partnership with the Central and Gander Status of Women Councils/Women's Centres to discuss challenges and strategies in the areas of women's poverty, women and work, women's health and well-being, and violence against women with women from the Central region. Aisling Gogan, Director of the Province's Poverty Reduction Strategy, participated in the roundtable and presented to the group about the Poverty Reduction Strategy.

In November of 2005 the Advisory Council brought representatives of the Status of Women Councils/Women's Centres together in St. John's again to: (1) make recommendations as to how the Provincial Advisory Council on the Status of Women, Women's Policy Office and Minister Responsible for the Status of Women could best work to advance women's equality and create a women's equality agenda in Newfoundland and Labrador; and (2) make recommendations for a collaborative process for the selection of the 2006-2009 Council Members. Please see Appendix D for a summary of these recommendations.

Advisory Council Meetings

The Council met seven times during 2005-2006. Six meetings were held by the outgoing 2003-2006 Council Members:

1. May 12 and 13, 2005 in St. John's.
2. October 13 and 14, 2005 in Grand Falls – Windsor.
3. November 24 and 25, 2005 in St. John's.
4. December 5, 2005 by conference call.
5. December 9, 2005 by conference call.
6. February 16 and 17, 2006 in St. John's.

In addition, an introductory conference call meeting was held with the incoming 2006-2009 Council Members on March 30, 2006.

The Advisory Council used the opportunity of its in-person meetings to dialogue with the Minister and representatives of the Women's Policy Office to provide a provincial perspective on issues of concern to women. On several occasions the Council invited guests to participate in portions of the quarterly meetings to share their information or analysis on specific issues of importance to the women of Newfoundland and Labrador.

Guests of the Council in the past year included:

- The Honourable Joan Burke, Minister Responsible for the Status of Women.
- Heather MacLellan, Assistant Deputy Minister of the Women's Policy Office.
- Mona Wall, Manager of the Violence Prevention initiative.
- Rebecca Roome, Deputy Minister, Department of Human Resources, Labour and Employment.
- Aisling Gogan, Director, Poverty Reduction Strategy, Department of Human Resources, Labour and Employment.
- Jacqueline Howard, Communications Director, Department of Human Resources, Labour and Employment.
- Status of Women Council/Women's Centre representatives.
- Tracy Duffy, Coordinator of the Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre.
- Nancy Peckford, Program Director, Canadian Feminist Alliance for International Action.

The Advisory Council also held a reception on Wednesday, March 22, 2006 to "meet and greet" the new President/CEO and Council Members. More than one hundred women and men attended the celebration to join Staff in expressing their congratulations and warmest wishes to new Members.

Community Conference Calls

A key element of the Council's outreach work throughout 2005-2006 was our conference calls with women's organizations throughout the Province, as well as daily telephone and electronic mail discussions with women who work on issues of women's equality. The Advisory Council coordinated and chaired seven women's community conference calls during 2005-2006 with the participation of women, women's organizations and guests from Government and community including:

- Gateway Status of Women Council/Women's Centre.
- Central Status of Women Council/Women's Centre.
- Corner Brook Status of Women Council/Women's Centre.
- Corner Brook Transition House.

- Labrador West Status of Women Council/Women's Centre.
- Hope Haven Transition House.
- Women's Policy Office.
- Minister Responsible for the Status of Women.
- St. Anthony Ad Hoc Women's Group.
- Bay St. George Status of Women Council/Women's Centre.
- Iris Kirby House.
- Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre.
- Transition House Association of Newfoundland and Labrador.
- Libra House.
- Mokami Status of Women Council/Women's Centre.
- St. John's Status of Women Council/Women's Centre.
- Gander Status of Women Council/Women's Centre.
- Cara Transition House.
- Regional Coordinating Committees Against Violence.
- Women in Resource Development Committee.
- AIDS Committee of Newfoundland and Labrador.
- Feminist Coalition of Newfoundland and Labrador.
- Poverty Reduction Strategy.
- Let's Teach About Women's History Project.
- University of Windsor Researcher, Dr. Glynis George.
- Women's Studies Program, Memorial University.

All conference calls provided the opportunity to give regional updates in order to gain a provincial perspective of the status of women in Newfoundland and Labrador. Calls took place on the following dates and included some of the following topics:

- April 18, 2005: Re/claiming the equality-seeking feminist agenda which forms the basis for the work we do to advance women's equality.
- May 6, 2005: Updates on the service agreements between Status of Women Councils and the Women's Policy Office and new statistical reporting methods. Women also discussed preparations for the May meeting between Status of Women Councils and the Advisory Council in St. John's.
- June 9, 2005: Updates on equality-seeking work around the Province, the state of equality-seeking work in women's organizations and how federal childcare monies should be spent in the Province.
- July 8, 2005: Updates on the Women's Centres' statistical reporting and the status of health insurance benefits for Women's Centre Staff.
- September 8, 2005: Mobilizing women in municipal politics and the federal consultation on gender equality. Women also shared updates on the Let's Teach about Women's History Project, the Violence Prevention Initiative, the Poverty

Reduction Strategy, Sexual Violence Awareness Week/Take Back the Night, and the client data registry.

- October 27, 2005: Updates on the Provincial Poverty Reduction Strategy, the Lobbyist Registration Act and the upcoming 25th anniversary of the Advisory Council.
- February 7, 2006: Updates on the process by which Government was recruiting for the Advisory Council President's position.

Community Outreach

Throughout 2005-2006, the Advisory Council President/CEO traveled to several communities around the Province to host presentations, workshops and roundtable discussions on issues and concerns relating to the status of women in Newfoundland and Labrador, and provide assistance to women and women's organizations who work on equality issues. In the past year the President/CEO visited Corner Brook, Gander, Happy Valley-Goose Bay, Sheshatshiu, Bonne Bay, Bay St. George, Mary's Harbour, Grand Falls-Windsor and St. Anthony, and attended the Aboriginal Women's Conference in Happy Valley-Goose Bay in March of 2006.

Crisis, Advocacy, Referral and Information Services

The Advisory Council provided outreach to women throughout the Province through the daily work of Staff. The Advisory Council receives approximately 500 calls per year from individual women who find themselves in difficult personal circumstances. This area of our work, although not written into the Council's legislated mandate, involves a great deal of Staff time. Each year, Council Staff spends approximately 100 hours providing crisis, advocacy, referral and information services to women who call or drop into our office. It is important that Staff be available to listen to the concerns of women and to assist and provide information and referrals to appropriate services. This is also an important activity to determine the extent to which an issue is affecting the status of women in Newfoundland and Labrador, and whether it requires advocacy to a particular agency or Government department.

Many of the calls to our office from individual women focus on violence and abuse, inadequate housing and income, divorce, child support, custody and access, workplace harassment, and problems with legal aid. Statistical information on such requests is collected to the best of our ability considering our small three-person office.

The following are examples of issues brought to the Advisory Council by individual women during the last year:

- Counselling for divorce from an abusive partner.
- Pregnancy testing.
- Help with workplace harassment.

- Help following a date rape.
- Sexual harassment by a landlord.
- Child custody.
- Protection from an abusive ex-partner.
- Services to help deal with family violence.
- Assistance with legal aid.
- Child protection issues.

Community Involvements

In addition to the above activities, Council Staff provided ongoing leadership and/or analysis to a number of community-based organizations and interagency committees during 2005-2006. These included:

- Regional Coordinating Coalition Against Violence (RCCAV).
- Executive Committee of the RCCAV.
- Women Interested in Successful Employment Board of Directors.
- Women in Resource Development Committee Board of Directors.
- Restorative Justice Coalition of Newfoundland and Labrador.
- Provincial/Territorial Coalition of Advisory Councils.
- Feminist Coalition of Newfoundland and Labrador.

The Advisory Council intended to secure funding in order to host a pan-provincial women's conference but was unsuccessful in doing so. The Advisory Council used its existing budget line to facilitate the roundtable discussions with Women's Centres and Status of Women Councils referenced earlier.

5.2 Governance Issue 2

Goal: Review the present Status of Women Advisory Council Act with a view to increasing the powers and influence of the Provincial Advisory Council.

Objectives:

a) *Work with the Minister Responsible for the Status of Women and the broader provincial women's community to define new legislation appropriate to the time and state of women's equality in Newfoundland and Labrador.*

b) *Review other legislation (i.e.,* Child and Youth Advocate Act *and* Citizens' Representative Act*) to determine appropriate similarities which might be included in a new* Advisory Council Act.

c) *Have the criteria for appointment to the Board of the Provincial Advisory Council enshrined in the* Status of Women Advisory Council Act.

Progress and Accomplishments

Following consultations with feminist women and Council Members and a legislative comparison, the Advisory Council decided not to pursue a review of the *Status of Women Advisory Council Act* with respect to increasing the Council's powers.

Rather, the Council requested that we be able to work with the Women's Policy Office to develop a new piece of legislation to create a Women's Advocacy Office, similar to the Office of the Child and Youth Advocate. This was based on a legislative comparison already undertaken of the Child and Youth Advocate and Citizens' Representative Acts, as well as discussions with the Minister Responsible for the Status of Women.

Following an internal review, the Minister Responsible for the Status of Women communicated to the Council in April of 2005 that it was not Government's intention at this time to create a new Women's Advocacy Office.

During 2005-2006, the Advisory Council also requested that the feminist criteria for appointment to the Advisory Council be included in the *Status of Women Advisory Council Act* through a legislative amendment. These criteria are as follows:

Council Criteria

To be nominated and/or considered for appointment to the Advisory Council:

- *Women should be known by their peers or within their community or region for their demonstrated leadership and commitment to working on improving the status of women, and/or women should have an attachment to an equality-seeking feminist organization in their community, region and/or Province.*
- *Women should be comfortable working within the role of the Advisory Council in areas of advising, advocating, challenging and educating to advance the status of women in Newfoundland and Labrador. As well, women will have a demonstrated ability to work on equality and equity issues from a community, regional, or provincial perspective.*

Principles for Composition of the Council

When determining appointments to the Advisory Council, every consideration is given to the principles of equality and equity in the overall composition of the Council. These include:

- *Regional representation.*
- *The need for a combination of women who work on equality issues from a perspective within education, business/economic development, social policy/social issues, aboriginal concerns and community-based organizations.*

- *Priority be given to women who have demonstrated their ability in a leadership capacity working on issues of women's equality, equity and inclusion.*
- *Priority be given to women who have developed or who are willing to develop a connection to grassroots equality-seeking feminist organizations in their community and region.*

Process for Nominations to the Council

The Minister Responsible for the Status of Women seeks written nominations to the Advisory Council from:

- *The outgoing Members of the Provincial Advisory Council on the Status of Women.*
- *Women's groups who publicly define themselves as equality-seeking feminist organizations working on the social, economic, political, cultural and/or legal equality of women in Newfoundland and Labrador.*
- *Individual women who have demonstrated their commitment to women's equality and equity work throughout the Province.*
- *Members of the House of Assembly.*

Review of Nominations

Following the nominations process, the Minister meets with a committee of the Advisory Council, including the outgoing/reappointed President/CEO, to review these nominations prior to making the appointments. The purpose of this review is to ensure the criteria have been met.

The Minister Responsible for the Status of Women indicated in correspondence in April of 2005 that she would give full consideration to changes to the criteria for appointment as well as to equality-seeking experience and leadership, demonstrated successes and regional requirements.

At the end of January 2006 the Minister's office advised the Advisory Council that Government was going to use an open nominations process for appointments to the Council, and that the outgoing President/CEO would not be involved in the selection process. Women's groups would be invited to put forward nominations for the Council only, excluding the position of President, to be in keeping with the *Transparency and Accountability Act*. The position of President/CEO would be filled through an open competition.

As a result, the Advisory Council and other feminist women and women's groups began a letter writing campaign to the Premier and Members of the House of Assembly asking that the feminist criteria for appointment be used in the appointments process. It was also requested that the outgoing President/CEO be involved in recommending her successor.

In February of 2006, the position of President/CEO was advertised, screened and interviewed through the public service. On March 6, 2006, Leslie MacLeod, a strong, well-known feminist and human rights advocate, was appointed to the position of Council President/CEO by Government through the public recruitment process. Phyllis Artiss was re-appointed in the position of Vice President for her third term with the Council. New Council Members - Hilda Whalen, Phyllis Seymour, Michelle Murdoch, Yamuna Kutty, Carolyn Lavers, Jackie Jenkins, Mary Pia Benuen, and Beni Andersen - were also appointed effective March 6, 2006. The appointments reflected a diversity of women's representation from both rural and urban regions of the Province, as well as from the multicultural, Aboriginal, disability, business and legal communities.

A number of discussions and meetings around other potential legislative amendments took place between the Council and Minister during 2005-2006 to determine the feasibility of separating the positions of President and CEO. The Council advised that, in its view, this would make sense only if both became full-time salaried positions.

During a December 2005 conference call with the Council, the Minister indicated that a full-time President and a full-time CEO did not fit into the model she had in mind. Additionally, in order to separate the two roles, a legislative amendment would need to take place to the *Status of Women Advisory Council Act* in the spring 2006 sitting of the house.

The Minister Responsible for the Status of Women informed the Council in January of 2006 that she was no longer intending to split the President/CEO positions or to remove the President as a full-time position. As a result, the Minister did not seek a legislative amendment to separate the functions of CEO from President in the spring sitting of the House of Assembly.

5.3 Governance Issue 3

Goal: To continue to educate and advocate for the tool of gender inclusive feminist analysis.

Objectives:

a) *Work with the Minister Responsible for the Status of Women to have gender inclusive analysis become a decision-making tool within Government.*

b) *Develop and provide tools and information sessions to assist women's organizations to understand and advocate for a gender inclusive analysis within community, regional and provincial structures and institutions.*

c) *Continue to work with and challenge decision-makers (governments, educational institutions and workplaces) to use gender inclusive analysis.*

Progress and Accomplishments

Correspondence from the Minister Responsible for the Status of Women in April of 2005 indicated that Government has recognized the need to strengthen the use of gender inclusive analysis and develop a plan of action to advance the status of women in the Province. She anticipated that the role/mandate of the existing Women's Policy Office would be enhanced through these initiatives.

In keeping with this priority, the Council undertook a number of meetings consultations, presentations, workshops, roundtable discussions and training sessions to enhance the use of gender inclusive analysis within Government as well as within community.

Through regular meetings with the Minister Responsible for the Status of Women and President/CEO and between the Minister and Council, the Advisory Council continuously made recommendations to Government on enhancing the use of gender inclusive analysis through all Government decision-making processes, including budget allocations, legislation, policies, programs and services.

The Council used the opportunity presented by the 2006 pre-budget consultations to call upon Government to strengthen the use of gender inclusive analysis. During the consultations the Council prepared and presented a brief with several key recommendations to Government, including:

- Apply gender inclusive analysis to all stages of the development and implementation of policies, programs, practices, services, legislation and budget allocations.
- Adequately resource the work of Government initiatives, agencies and departments that provide necessary social programs and services to women, families and communities throughout Newfoundland and Labrador. These include: Violence Prevention Initiative; Poverty Reduction Strategy; Victim Services; Policing and Courts; HRLE Offices; Kids Eat Smart Program; and Legal Aid, among others.
- Respect and resource the service delivery, advocacy, prevention and education work of women's equality-seeking and anti-violence organizations. These include: Provincial Advisory Council on the Status of Women (PACSW); Transition House Association of Newfoundland and Labrador (THANL); Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre; Women's Centres/Status of Women Councils; Emerging Women's Equality-Seeking Organizations; Shelters and Transition Houses; Tongait Inuit Annait (TIA); Women Interested in Successful Employment (WISE); Regional Coordinating Coalitions Against Violence; and Family Resource Centres, among others.
- Provide adequate financial resourcing to the Provincial Advisory Council on the Status of Women in Newfoundland and Labrador.

The Council participated in a number of other consultations, meetings and working groups with Government in order to bring forward a strong gender inclusive analysis. These include:

- Violence Prevention Initiative.
- Victim Services Review.
- Poverty Reduction Strategy.
- Red Tape Reduction Initiative.
- Family Violence Protection Act.
- Women and Municipal Government sessions.
- Status of Women Canada, Women's Program Review.
- Status of Women Canada Regional Gender Equality Consultation.
- Provincial Child Care Consultation.
- Regional Labour Market Consultation.
- RNC training sessions for new recruits on gender, discrimination and the cycle of violence.
- A number of Government-initiated committees and working groups, including the Ministerial Committee on Violence Against Women and Violence Prevention Initiative's Transitional Committee and Community Advisory Committee.

At the national level, the Council President/CEO met regularly during 2005-2006 with the Provincial/Territorial Coalition of Advisory Councils. In late September of 2005, the President/CEO took a lead role in presenting to the F/P/T Ministers Responsible for the Status of Women during a meeting held in Regina. Discussions included: the need for the F/P/T meetings to create a more open process whereby the Ministers use opportunities to become more informed about equality issues from the grassroots perspective; the need to focus on women's equality, rather than gender equality; the provision of core funding to equality-seeking women's groups; and the need for pay equity legislation.

The President/CEO was invited to appear as a witness before the Parliamentary Standing Committee on the Status of Women on May 3, 2005. She made several recommendations to the Committee around the provision of funding to women's equality-seeking organizations, including the following points:

- *Under a project-based funding model, organizations benefit if they meet the established criteria. Organizations that do not focus mainly on their women's equality agenda still benefit by acquiring resourcing to focus on gender (hopefully women's) equality.*
- *Women's equality-seeking organizations have been negatively impacted by the shift to project funding. They can no longer focus on equality-seeking work identified by women who live and work in a particular community or region. Instead, they are forced to "choose" the resourcing for priorities identified by the Women's Program. In the past six to seven years feminists and feminist organizations continue to ask,*

"Who controls the women's equality-seeking agenda, the funders of projects or the contracts for service delivery from Government departments?" Women's equality-seeking organizations no longer feel they control the agenda for advancing women's equality. Rather, they are forced to choose resourcing from Status of Women Canada projects or service delivery contracts from the provincial Government.

- *There should be funding for national, regional, provincial and community-based equality-seeking women's organizations. This funding should be based on criteria established in collaboration with long-standing feminist organizations.*
- *Organizations with an established history of women's equality work should have sustained annual funding in keeping with a negotiated contract focused on organizational work targeted at advancing women's equality.*
- *Provincial Governments should continue to fund service delivery, but the organizations (i.e., shelters, sexual assault centres) should be able to access Women's Program funding for specific equality-seeking projects and programs.*
- *Funding arrangements that would work and assist with reaching objectives need to be flexible and responsive to any identified priority by a particular feminist organization. We need Women's Program Staff to be present in our provinces so they can assist women's equality-seeking organizations in understanding and acquiring resourcing. It should be clear to Status of Women Canada that project funding alone will not move an agenda for women's equality forward. It is critical to have the sustained presence of women's equality-seeking organizations and it is critical that the Status of Women Canada Women's Program become responsive to this need.*
- *It is not acceptable for the Parliamentary Committee, after hearing evidence from Canadian women and feminist organizations, to respond by recommending a mere "juggling" of project funds. Instead of juggling project funds, we need to participate in priority setting. Furthermore, the bureaucracy at the Status of Women department needs to connect with the women who have a long-established knowledge of women's reality throughout our provinces and territories.*
- *Please do not "study this issue to death." The Standing Committee has heard ample evidence to recommend a return to core funding. Women's organizations with a history of feminist work can assist with a process that is collaborative and responsive. However, given the backward spiral on women's equality as evidenced by the United Nations report we must move quickly to reverse this trend.*
- *I submit one of the Five Demands for Women's Equality in Canada which were provided to the Federal/Provincial/Territorial meeting of the Ministers Responsible for the Status of Women in September 2004:*
    - *Allocate sufficient ongoing resources to independent and feminist women's equality-seeking groups, such as rape crisis centres, shelters, transition houses and women's centres committed to improving the status of women and ending violence against women;*

- *Respect the knowledge women have of their communities and regions, and resource projects and/or programs identified and developed by these feminist organizations. Funding for such programs must be complementary to funding for women's organizations, and not reduce funding for front-line services and centres in any way;*
- *Provide annual resources at community, provincial, regional and national levels to allow women's equality-seeking organizations to meet, learn from one another and share analysis and strategies for advancing women's equality.*

The Council also participated in several community outreach endeavors in order to assist in the facilitation/development of gender inclusive analysis to equality-seeking and other organizations. These included consultations, training sessions, roundtable discussions, keynote speeches, and working groups. Examples include the following:

- Consulted with the Muriel McQueen Fergusson Centre for Family Violence Research (University of New Brunswick) on the CURA project.
- Consulted with Health Canada, provincial Government officials and community groups around Fetal Alcohol Spectrum Disorder (FASD).
- Consulted with the National Action Committee on the Status of Women (NAC).
- Presented at the John Howard Society's Annual General Meeting on the issues of conditional sentencing, restorative justice, and the needs of victims of violence.
- Co-Chaired and participated in the organizing committee of the Newfoundland and Labrador Feminist Coalition as well as its first meeting in May of 2005 in Terra Nova with feminists from around the Province.
- Participated in the Canadian Feminist Alliance for International Action (FAFIA) Consultation on the Canada Social Transfer (CST).
- Chaired Women in Municipal Leadership event in Grand Falls-Windsor.
- Participated in Women in Municipal Leadership events in Corner Brook and St. John's.
- Met with women in the Labrador Straits region who are interested in starting a local women's group.
- Met with the Gander Status of Women Council/Women's Centre.
- Participated in the Youth for Social Justice Camp in Bonne Bay.
- Participated in the Community Action Network (CAN) consultation on the Poverty Reduction Strategy.
- Participated in FAFIA's National Symposium in Regina.
- Bay St. George Taking Our Places Project Advisory Committee.
- Presented at the launch of Judy Rebick's book, *Ten Thousand Roses*.

- Dialogued with St. Anthony women interested in forming a women's group.
- Organized roundtable discussions with representatives of Status of Women Councils and Women's Centres in May and November.
- Participated on a number of community Boards and committees, including Women Interested in Successful Employment (WISE), Women in Resource Development Committee (WRDC), the Regional Coordinating Committee Against Violence, Eastern Avalon (RCCAV) and the Feminist Coalition.
- Organized roundtable discussions with the Council and Staff with women from the Central Newfoundland region in partnership with the Central and Gander Status of Women Councils/Women's Centres.
- Organized roundtable discussions with Council Staff and women from the Happy Valley – Goose Bay region in partnership with the Mokami Status of Women Council.

The Council also worked to provide gender inclusive analysis to the general public through our regular educational activities in 2005-2006. Such activities included:

- Delivering workshops to community groups.
- Organizing and participating in several public awareness/educational events including:
  - International Women's Day.
  - Women's History Month.
  - Person's Day.
  - Take Back the Night.
  - Reflections on the December 6th Montreal Massacre.
  - Violence Prevention Month.
- Providing educational/training sessions to the Royal Newfoundland Constabulary (RNC), Royal Canadian Mounted Police (RCMP), Newfoundland and Labrador Teachers Association (NLTA), College of the North Atlantic (CONA), and Memorial University's School of Social Work and Women's Studies program, etc.

The Council also brought forth a strong gender inclusive analysis through its daily communications activities during 2005-2006, including using our electronic communications tools and media response. These activities included:

- Moderating the Newfoundland and Labrador women's listserv.
- Disseminating information on current provincial and federal equality issues on a daily basis.
- Hosting conference calls with established women's and anti-violence organizations throughout the Province.

- Participating in conference calls on provincial and national equality issues.
- Issuing media releases.
- Conducting media interviews.
- Conducting media consultations.

The Council continues to have a strong media presence, and conducts approximately 150 interviews and consultations each year. Examples of issues addressed in the media during this year included the following:

- Victims allowed to speak at National Parole Board hearings.
- Short sentence given to three men who sexually assaulted a young Nain woman.
- December 6th and the Montreal Massacre.
- Provincial Poverty Reduction Strategy.
- Provincial Budget.
- Minimum Wage.
- Women's issues and the federal election.
- Workers compensation and spousal benefits.
- The online availability of personal information at the Registry of Deeds.
- Sexist comments in the House of Assembly.
- Woman arrested for immoral theatrical performance.
- Specialized courts to deal with domestic violence.
- Women and municipal politics.
- Provincial Advisory Council on the Status of Women's 25th anniversary.
- Change in the nomination process to appoint the PACSW President.
- New Advisory Council President and Board.
- Pay equity.

5.4 Governance Issue 4

Goal: **Celebrate the occasion of the 25th anniversary of the Provincial Advisory Council by bringing together the provincial women's community.**

Objectives:

a) *Discuss and debate the status of women in Newfoundland and Labrador with women and women's organizations.*

b) *Honour and commemorate the women who have contributed to improving the status of women in this Province by bringing them together with women who are interested in the pursuit of equality and equity to listen, learn and network.*

c) *Use the planning for this event as a connecting exercise for women working in community organizations and women working in Government.*

Progress and Accomplishments

The Advisory Council hosted a roundtable discussion with representatives from the Province's Status of Women Councils/Women's Centres in November of 2005 to discuss the work provided by these organizations and make recommendations as to how to move forward with an equality-seeking agenda. This event coincided with the Advisory Council's 25th Anniversary Gala in order that the Women's Centre/Status of Women Council representatives could participate in the celebration.

The Advisory Council celebrated its 25th Anniversary with a Gala Evening on Thursday, November 24th, 2005 in St. John's. The event showcased entertainment by Amy House, Pamela Morgan, Amber Milley and Jackie Sullivan. In addition, the Gala featured a retrospective of photographs and memorabilia from the Council's twenty-five years of feminist activism and advocacy for women and women's equality in Newfoundland and Labrador.

In order to honour and commemorate the women and organizations who have contributed to advancing the status of women in our Province and participated in the work and activities of the Advisory Council, the Council compiled and edited a 25th anniversary booklet. This booklet, *Women Speak II*, contains nearly thirty stories and reflections written by women around the Province including the Council's former Presidents, Ann Bell and Wendy Williams. It also contains many congratulatory quotes and messages from women and women's groups throughout the Province on the Council's 25th anniversary.

The Council hosted over three hundred guests including the Minister Responsible for the Status of Women, Joan Burke, as well as previous Ministers Responsible for the Status of Women, Julie Bettney, Kay Young and Yvonne Jones. Also in attendance were Her Honour, Eve Roberts, and the founding President of the Advisory Council, Ann Bell. This was an opportunity for women who work in community organizations and government to come together to celebrate the Council's anniversary, and to connect and network with each other.

In order to preserve the memories of the anniversary gala for future Councils, the Council produced a 25th anniversary video entitled: "PACSW 25th Anniversary Gala". In addition to recording the Gala's scheduled program, the video contains a number of short interviews with feminists, activists and politicians reflecting on the significance of the Advisory Council and its 25th anniversary, and why they felt it important to be present to celebrate the occasion.

6.0 Opportunities and Challenges Ahead

Many exciting opportunities exist to advance the status of women in Newfoundland and Labrador. Equally, a number of challenges continue to exist in our work toward women's equality. These include issues such as: women's poverty; violence against women; women's lack of representation in trades and technology; barriers to equality for women who are further marginalized by class, disability, age or other factors; women's lack of adequate access to the justice system; women's lack of equal participation in leadership and decision making positions; and ensuring women's voices and experience are heard by decision makers.

The Advisory Council remains committed to addressing these and other issues in order to advance the status of women in our Province. However, it will continue to be challenging to fulfill our legislated mandate within our current budget allocation and staffing model.

The Council will continue to develop and enhance our existing collaborative partnerships with women's equality-seeking and anti-violence organizations to gain a provincial perspective of the status of women in Newfoundland and Labrador. Such partnerships include Status of Women Councils, Women's Centres, Shelters, Transition Houses, the Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre, the Transition House Association of Newfoundland and Labrador, Women in Resource Development Committee, Women Interested in Successful Employment, and Regional Coordinating Committees Against Violence, among other organizations.

Similarly, the Council will build upon existing partnerships with Government through meetings with the Minister Responsible for the Status of Women, regular communication with the Women's Policy Office and consultations with provincial departments and agencies to bring forward a strong gender inclusive analysis, and to ensure that women's voice and experience are heard by decision makers.

The Council will continue its work in the area of violence prevention as a provincial partner in the Violence Prevention Initiative and through participation in the Ministerial Committee on Violence Against Women. We will also continue to work towards the eradication of women's poverty through partnerships with Government initiatives such as the Poverty Reduction Strategy.

We will also work with the Province to advocate to the Federal Government for the implementation of the recommendations made by the Parliamentary Standing Committee on the Status of Women, and to implement the recommendations to Canada by the United Nations Committee on the Elimination of All Forms of Discrimination Against Women. These recommendations include the following:

6.1 Recommendations of the United Nations Committee on the Elimination of Discrimination from the Concluding Comments on Canada's 5th periodic report.[1]

CEDAW/C/2003/1/CRP.3/Add.5/Rev.1.

The Committee recommends that Canada:

Federal, provincial and territorial co-operation

- *find innovative ways to ensure that federal, provincial and territorial governments work together to ensure that there is compliance with the treaty in all jurisdictions;*
- *reconsider ...changes in the fiscal arrangements between the federal Government and the provinces and territories so that national standards of a sufficient level are re-established and women wherever they live can enjoy their treaty rights;*

Gender-based impact analysis

- *consider making gender-based impact analysis of all laws and programs mandatory at the federal level, provincial and territorial levels;*
- *assess the gender impact of anti-poverty measures and increase its efforts to combat poverty among women in general and the vulnerable groups of women in particular*
- *implement fully the gender-based impact analysis and reporting requirements provided in the new [Immigration and Refugee Protection] Act with a view to eliminating remaining provisions and practices which still discriminate against immigrant women.*
- *reconsider and, if necessary, redesign its efforts towards socially assisted housing based on a gender-based impact analysis for vulnerable groups of women.*

Aboriginal women

- *accelerate its efforts to eliminate discrimination against Aboriginal women both in society at large and in their communities, by removing discriminatory legal provisions and ensuring their equal enjoyment of their human rights to education, employment and physical and psychological well-being.*
- *take effective and proactive measures, including awareness-raising programmes, to sensitize Aboriginal communities about women's human rights and to combat patriarchal attitudes, practices and stereotyping of roles.*

[1] Reprinted with permission from the Canadian Feminist Alliance for International Action (FAFIA).

- *ensure that Aboriginal women receive sufficient funding to be able to participate in the necessary governance and legislative processes*
- *provide comprehensive information on the situation of Aboriginal women in its next report.*

Legal Aid

- *find ways for making funds available for equality test cases in all jurisdictions and for ensuring that sufficient legal aid is available to women in all jurisdictions when seeking redress in matters of civil and family law and in those relating to poverty issues.*

Immigrant women

- *take further measures to improve the current live-in caregiver programme by reconsidering the live-in requirement, ensuring adequate social security protection and accelerating the process by which such domestic workers may receive permanent residency.*

Violence against Women and Trafficking

- *assist victims of trafficking through counselling and reintegration;*
- *step up its efforts to combat violence against women and girls and increase its funding for women's crisis centres and shelters in order to address the needs of women victims of violence under all governments.*

Political Representation

- *take additional measures to increase the representation of women in political and public life, through the introduction of temporary special measures with numerical goals and timetables to increase the representation of women in decision-making positions at all levels.*

Conditions of Employment

- *monitor closely the situation of women's non-standard jobs and introduce employment-related measures which will bring more women into standard employment arrangements with adequate social benefits.*
- *accelerate efforts to implement equal pay for work of equal value at the federal level and ensure that that principle is implemented in all jurisdictions*
- *ensure that income-generating efforts for Aboriginal women provide for sustained and adequate income, including all necessary social benefits.*
- *reconsider the eligibility rules under the Employment Insurance Act in order to compensate for women's current inequalities in accessing those benefits owing to their non-standard employment patterns.*

- *consider raising the benefit levels for parental leave under the Employment Insurance Act.*

Childcare

- *expand affordable childcare facilities in all jurisdictions.*

CEDAW follow-up

- *involve women's non-governmental organizations representing different groups of women from all jurisdictions in a national discussion and dissemination of the next report.*
- *disseminate widely the present concluding comments in order to make the people of Canada, and particularly Government administrators and politicians, aware of the steps that have been taken to ensure de jure and de facto equality for women and the future steps required in that regard.*

Recommendations for B.C. Government

The Committee recommends that the Government of B.C.:

- *analyse the negative impact on women of its recent legal and other measures and amend the measures, as necessary.*

7.0 Financial Statements

OFFICE OF THE AUDITOR GENERAL
St. John's, Newfoundland and Labrador

AUDITOR'S REPORT

To the Board of Directors
Provincial Advisory Council on the Status
of Women - Newfoundland and Labrador
St. John's, Newfoundland and Labrador

I have audited the balance sheet of the Provincial Advisory Council on the Status of Women - Newfoundland and Labrador as at 31 March 2006 and the statements of revenues, expenses and deficit, and cash flows for the year then ended. These financial statements are the responsibility of the Council's management. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In my opinion, these financial statements present fairly, in all material respects, the financial position of the Council as at 31 March 2006 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

JOHN L. NOSEWORTHY, C.A.
Auditor General

St. John's, Newfoundland and Labrador
23 June 2006

PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN - NEWFOUNDLAND AND LABRADOR

BALANCE SHEET
31 March

	2006	2005
ASSETS		
Current		
Cash	$ 3,332	$ 37,423
Accounts receivable	7,721	5,714
Prepaid expenses	1,247	1,247
	12,300	44,384
Capital assets (Note 2)	21,300	24,677
	$ 33,600	$ 69,061
LIABILITIES AND DEFICIT		
Current		
Accounts payable and accrued liabilities	$ 16,635	$ 7,006
Long-term debt payable within one year (Note 3)	4,959	4,998
Deferred revenue	-	30,000
	21,594	42,004
Long-term debt (Note 3)	14,895	19,679
	36,489	61,683
Surplus (Deficit)	(2,889)	7,378
	$ 33,600	$ 69,061

See accompanying notes

Signed on behalf of the Council: Leslie Mayford, **President** — T Nolan, **Member**

Office of the Auditor General

PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN - NEWFOUNDLAND AND LABRADOR

STATEMENT OF REVENUES, EXPENSES AND DEFICIT

For the Year Ended 31 March

	2006	2005
REVENUES		
Province of Newfoundland and Labrador operating grant	$ 317,142	$ 297,600
Emerging Women's Group funding	46,487	-
Miscellaneous	12,241	12,703
	375,870	310,303
EXPENSES		
Amortization	3,377	4,606
Council meetings	38,340	23,070
Feminist Coalition Project	42,081	-
Interest on long-term debt	1,010	1,154
Operating expenses	60,714	65,250
Outreach	15,885	11,182
Salaries and employee benefits	210,037	187,427
Women's Provincial Conference	14,693	16,938
	386,137	309,627
Excess of revenues over expenses (expenses over revenues)	(10,267)	676
Surplus, beginning of year	7,378	6,702
Surplus (Deficit), end of year	$ (2,889)	$ 7,378

See accompanying notes

Office of the Auditor General

PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN - NEWFOUNDLAND AND LABRADOR

STATEMENT OF CASH FLOWS

For the Year Ended 31 March

	2006	2005
Cash flows from operating activities		
Excess of revenues over expenses (expenses over revenues)	$ (10,267)	$ 676
Adjustment for non-cash items		
Amortization	3,377	4,606
	(6,890)	5,282
Changes in non-cash working capital		
Accounts receivable	(2,007)	41,342
Accounts payable and accrued liabilities	9,629	(44,102)
Deferred revenue	(30,000)	20,000
	(29,268)	22,522
Cash flows from financing activities		
Repayment of long-term debt	(4,823)	(4,606)
Net increase (decrease) in cash	(34,091)	17,916
Cash, beginning of year	37,423	19,507
Cash, end of year	$ 3,332	$ 37,423

See accompanying notes

Office of the Auditor General

PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN - NEWFOUNDLAND AND LABRADOR

NOTES TO FINANCIAL STATEMENTS

31 March 2006

Authority

The Provincial Advisory Council on the Status of Women - Newfoundland and Labrador (the Council) was established under the *Status of Women Advisory Council Act*. The purpose of the Council is to advise the Minister responsible for the Status of Women, the Government and the public on matters of interest and concern to women. Its affairs are managed by a Board of Directors appointed by the Lieutenant-Governor in Council.

1. Significant accounting policies

These financial statements have been prepared by the Council's management in accordance with Canadian generally accepted accounting principles. Outlined below is the significant accounting policy followed.

Capital assets

The capital assets consist of land and building which were capitalized at cost at the time of acquisition. These assets have been financed by debt and were amortized, except for the capital cost of the land, over the term of the original debt. Minor capital asset purchases are charged to operations in the year of acquisition.

2. Capital assets

	2006			2005
	Cost	Accumulated Amortization	Net Book Value	Net Book Value
Land	$ 21,300	$ -	$ 21,300	$ 21,300
Building	99,752	99,752	-	3,377
Total	$ 121,052	$ 99,752	$ 21,300	$ 24,677

3. Long-term debt

	2006	2005
Royal Trust first mortgage bearing interest at prime plus one percent with a capped rate of 5.875%, repayable in blended bi-weekly instalments of $224; maturing 1 July 2009.	$ 19,854	$ 24,677
Less: current portion	4,959	4,998
	$ 14,895	$ 19,679

The long-term debt is secured by land and building at 131 LeMarchant Road in St. John's.

Office of the Auditor General

3. Long-term debt (cont.)

The annual principal repayments of long-term debt required over the next four years, based on a capped rate of 5.875% are as follows:

2007	$4,959
2008	$5,213
2009	$5,480
2010	$4,202

4. Lease commitments

In May 2003 the Council entered into a 5 year agreement for the lease of office equipment requiring annual lease payments of $4,189.

5. Pensions

Council staff are subject to the *Public Service Pensions Act.* Employee contributions are matched by the Council and remitted to the Province of Newfoundland and Labrador Pooled Pension Fund from which pensions will be paid to employees when they retire. The Council's share of pension contributions for 2006 was $11,192 (2005 - $11,509).

6. Economic dependence

As the Council's revenue consists primarily of operating grants from the Province, its ability to continue viable operations is dependent upon the decisions of the Province.

7. Financial instruments

The Council's current financial instruments recognized on the balance sheet consist of cash, accounts receivable, and accounts payable and accrued liabilities. The carrying values of these instruments approximate current fair value due to their nature and the short-term maturity associated with them.

The Council's long-term debt is comprised of a mortgage of $19,854 at prime plus one percent with a capped rate of 5.875%. There is no rate risk associated with the mortgage and the carrying value of the debt approximates fair value.

8. Income taxes

The Council is a Crown entity of the Province of Newfoundland and Labrador and as such is not subject to Provincial or Federal income taxes.

8.0 Statistical Compendium

The following statistical compendium on the status of women was prepared by Onar S. Usar for the Provincial Advisory Council on the Status of Women in August, 2006.

8.1 Secondary and Post-Secondary Education and Teaching

- Over the last decade female students have consistently higher graduation rates from high school than male students in the Province. In the 2004 – 2005 school year the graduation rate from high school for girls was 84.6% compared to 74% for boys.
- According to the 2001 Census of Canada, 20,720 women and 19,230 men held a university degree in Newfoundland and Labrador. This would represent approximately 10% of the female population in the Province, the second lowest percentage rate of women with a university degree in Canada, after Nunavut (8%).
- While women have higher full-time enrolment and graduation rates from secondary and post-secondary institutions (except in trades), their rates decline the higher the level of study. According to the 2001 census, 390 women compared to 925 men hold a doctorate in the Province. In 2005, 18 men and 7 women received a PhD from Memorial University.
- Female students still dominate traditionally "female" subject areas. In 2005, a total of 442 Arts degrees were awarded to female students compared to 198 to male students. Similarly, 518 women vs. 196 men received a degree in Education; 200 women vs. 16 men received a Bachelors of Nursing, 38 women vs. 1 man received a Bachelors of Social Work.
- However, in the same year only 21 women vs. 97 men received an undergraduate degree from Engineering and Applied Sciences. Within Science, women are concentrated in psychology, biology and biochemistry. On the other hand, only 2 women compared to 36 men received a degree in computer science.
- Most of the women with education degrees are employed as classroom teachers. In the 2005 – 2006 school year there were 2,342 female classroom teachers compared to 1,048 male teachers.
- On the other hand, men are overrepresented in the administrative levels of the educational system. In the same year, there were 4 male compared to only 1 female Directors (the highest rank listed), and 12 male compared to 3 female Assistant Directors. The female to male ratio is closest at the Vice-Principal level with 104 men vs. 103 women.
- There is a similar hierarchy in post-secondary education. In 2005, Memorial University had 46 female and 271 male Full Professors (female to male ratio1:6), and 108 female and 222 male Associate Professors (female to male ratio 1:2) among its academic staff. The number of female academics was closer only at the

Assistant Professor level with 114 women and 118 men working as Assistant Professors.

- According to March 2005 rates in Newfoundland and Labrador, on average a female Full Professor earns $98,193 while her male counterpart makes around $102,519. Similarly, a female Associate Professor earns $81,196 compared to her male colleague who receives $85,516.

8.2 Employment and Income

- Women in Ontario have the highest average income level in Canada. In 2003, a woman's average annual income in Ontario was $26,100. Women in Newfoundland and Labrador had the lowest income with $19,000. This was 64% of men's average income in the same year in Newfoundland and Labrador.
- According to a recent study, on the national level the percentage of women as primary breadwinners increased dramatically, from 11% in 1967 to 29% in 2003. However, the same study reveals that in 2003 primary-earner wives earned about $41,000, almost 30% less than primary-earner husbands who earned around $57,800. This pattern was consistent across all occupational groups.
- In 2003 "a woman's average hourly wage [was] still only 80 per cent that of a man's" in Newfoundland and Labrador. In trade occupations the difference was as wide as 35 per cent.
- In 2004, women's median income in Newfoundland and Labrador was slightly above $15,000, compared to $25,100 for men.
- In 2004, in single earner couple families, the median employment income was $11,700 for a female earner, compared to $24,800 for male earners in the Province.
- According to the Newfoundland Statistics Agency 2000 Labour Activity Survey, 72.1% of women working in this Province were employed in minimum wage jobs compared to only 27.9% of men.
- In 2003, 55.6% of all workers who earned less than $5 an hour, and 63% of workers who earned between $5 and $9.99, were still women.
- A recent study conducted in St. John's reveals that "working 40 hours a week, [a single mother with a school-age child] would need to make $9.93 an hour just to reach the poverty line."
- In Newfoundland and Labrador, employment gains have accrued to both men and women over the past nine years, however, the increase in employment for women was almost twice that of men. By 2005, employment for women increased by 17,100 over the period while employment for men increased by 8,700.
- As of 2003, in Newfoundland and Labrador, 81.6% of all employees in health occupations, 72.6% of all employees in business, finance and administration, and 62.2% of all employees in sales and services were women.

- However, women comprised only 5.5% of workers in trades, transport and equipment operators and related occupations, 15.2% of workers in occupations unique to primary industry, and 19.8% of workers in natural and applied sciences and related occupations.

8.3 Immigrant and Refugee Women

- Newfoundland and Labrador attracts about 400 immigrants annually, and according to Statistics Canada, the Province retains only about 36 per cent, lowest of all Provinces.
- According to this retention rate, out of a total of 2,401 immigrants that arrived between 1998 and 2003, only 864 would be still in the Province.
- According to the 2001 Census of Canada, foreign-born females constitute less than 3% of the total female population in Newfoundland and Labrador. Besides Nunavut, it is the lowest percentage rate in Canada.
- Between 1991 and 2001, a total of 965 women immigrated to Newfoundland and Labrador.
- Unemployment rates for immigrant women have almost doubled compared to the previous decade, rising from 10% to 19%. In comparison, unemployment rates for Canadian-born women increased only slightly from 8% to 9%.
- A recent study conducted in Newfoundland reveals that "finding appropriate employment emerged as the key barrier for nearly all the [immigrant] women [the researchers] spoke to, from all levels of education and all kinds of previous experiences. It was noted in the report that 'their frustration levels are overwhelming and we fear that the Province will lose the cohort to other parts of Canada if we do not find a solution to this problem'."

8.4 Labour Market Conditions

- In 2005, the labour force participation rate for women (age 16 and higher) was 54.4% compared to 63.3% for men in Newfoundland and Labrador.
- In the same year, 14% of all women in the labour force were unemployed. Employment rates for women and men were 46.8% and 53% respectively.
- 21.5% of all employed women were working part-time compared to 9% of all employed men in the Province in 2005. In other words, in 2005 women comprised 69% of all part-time workers in the Province.
- According to the 2003-2004 Women's Policy Office Annual Report, 51% of women working part-time "reported doing so because of business conditions and they could not find full-time work."

- Among 10 Canadian provinces, Newfoundland and Labrador has the highest unemployment rate since1998 (14.6% as of July 2006).

8.5 Senior Women

- Since 1920, life expectancy has increased by an average of seven years for men, and 13 years for women.
- In Newfoundland and Labrador the percentage of the population age 50 and over has increased from 21% in 1990 to 34% in 2005. We have also seen the number of people over age 80 double.
- Women constitute a particularly large share of the total senior population in Canada. In 2000, 57% of all people aged 65 and over were female. The senior population accounted for by women is even higher in older age ranges. Indeed, in 2000, women made up 70% of all persons aged 85 and older and 60% of those aged 75-84.
- The majority of men aged 65 and older live with their spouse. Women are more likely to live alone, particularly those aged 75 and older.
- Senior men are considerably more likely than senior women to still be working outside the home. In 2003, the employment rate for women over 60 years age was 9.5% while it was 23.4% for men in Newfoundland and Labrador.
- In 2004, the labour market participation rate of seniors in Newfoundland and Labrador was almost four per cent, the lowest in all of Canada. It compared to a national rate of eight per cent.
- In 2003, over nine per cent of senior unattached women in Newfoundland and Labrador had incomes below the low-income cut-off established for that year.
- In 2003, the number of poor, unattached senior women was 4,000, with a poverty rate of 45.9% in Newfoundland and Labrador.
- In 2003, older women were found to be more likely than their male counterparts to be victims of family violence. Close to four out of ten senior female victims were assaulted by a family member, while this was the case for 20% of senior male victims.
- As of 2005, there were 37,400 senior women (age 65 and over) and 30,300 senior men in Newfoundland and Labrador. This figure represents between 1,500 and 3,740 abused or neglected older women in the Province (based on the rate of four to ten percent).
- Homicide data indicates that between 1974 and 2000, older women were at higher risk of spousal homicide than older men. More than half (52%) of the older women who were victims of family homicide were killed by their spouses, compared to one-quarter (25%) of older men victims of family homicide.

8.6 Social Assistance and Lone-Parent Mothers

- According to a Statistics Canada 2004 report, for almost a decade Newfoundland and Labrador consistently had the highest social assistance rate in Canada. The most recent (2005) National Council of Welfare Report estimates that as of March 31, 2005, the number of people on social assistance was 48,500 in the Province.
- In other words, in 2005, 9.5% of the population was on social assistance in Newfoundland and Labrador. This was almost double the national average of 5.16%.
- According to the National Council of Welfare 2005 Report, in 2005 the total welfare income was $8,198 (46% of the poverty line) for a single employable person in the Province. For a lone parent with one child, the total income was $16,181 (73% of the poverty line).
- The same report states that, while the total welfare income rates were better in Newfoundland and Labrador than most other Canadian provinces, "no welfare incomes were remotely close to the poverty line, average incomes or median incomes" in 2005.
- In 2004, 92.6% of single parent occupants that lived in subsidized housing were women in the Province, as were 71.5 % of one person occupants.
- Newfoundland and Labrador has the second highest rate of child poverty in Canada. About 44 percent of single parents, almost all of whom are women, fall below the Low Income Cut-Off's (LICO).
- In 2002, women were the major income earners in 61.5% of families that fell below the low-income cut-offs in Newfoundland and Labrador.
- In 2004, the median employment income of a lone parent in Newfoundland and Labrador was $14,100.
- In Newfoundland and Labrador, the number of poor children living with single-parent mothers was 9,000 in 2002. It increased to 12,000 in 2003.
- In other words, in 2003, 66.1% of all poor children were living with single-parent mothers, while only 12.2% of poor children lived in two-parent families. This is the highest percentage rate compared to other Canadian provinces. The Canadian average for poor children living with single-parent mothers was 52.5% in 2003.

8.7 Violence Against Women

- In 2004, the rate of sexual assault for women was five times higher than the rate for men (35 per 1,000 women versus 7 per 1,000 men). A gender-based Statistics Canada report suggests even higher rates of sexual assault for the same year (over six times as many female victims of sexual assault as male victims).

- Among violent incidents, sexual assaults are the least likely to be reported to police. Only about 8% of all sexual assaults were reported in 2004.
- According to police-reported data, women are more likely to be victimized by someone they know. In 2004, relatives or acquaintances made up 70% of the assailants in violent incidents against women. In the same year, either a family member or other acquaintance killed 94% of female homicide victims.
- In 2004 sexual assault was reported at a rate of one per 1357 people. In Newfoundland and Labrador the rate of sexual assault was reported to be 1 per 1081 people. This was the highest rate of sexual assault reported in the Atlantic Provinces. In 2005 the sexual assault rate was still the highest among Atlantic Provinces, with 84.5 per 100,000 people.

In other words, per capita, the rate of sexual assault in Newfoundland and Labrador is 35.8% higher than the national average.

- According to the Annual Report of the Newfoundland and Labrador Department of Justice Victim Services program, women constituted their largest client group for 2002-2003, comprising 48% of all referrals.
- During 2004-2005, there were 1,084 admissions of women and dependent children to shelters in Newfoundland and Labrador. Of those admitted for abuse, 100% were fleeing psychological abuse, 67% physical abuse, 60% threats, 33% harassment, 20% financial abuse, and 13% sexual abuse.
- In 2004 - 2005 Iris Kirby House in St. John's, NL, received a total of 9,900 crisis calls that included 826 distress calls, 826 calls from ex-residents and 7,974 other calls related to abuse.
- According to homicide statistics from 2004, women were much more likely to be killed by their spouse than men were. The homicide rate against women was five times higher than the corresponding rate for men.
- Health Canada calculates a cost of $1.1 billion just for the direct medical costs of violence against women in Canada.

8.8 Violence Against Aboriginal Women

- Between 1999 and 2004, Aboriginal women were three times more likely to be victims of spousal violence than non-Aboriginal women (24% versus 8%).
- While 37% of non-Aboriginal women reported experiencing severe and potentially life threatening violence, including being beaten, choked, threatened with or having a gun or knife used against them or sexually assaulted, this figure increased to 54% for Aboriginal women.
- A higher proportion of female Aboriginal spousal violence victims (43%) reported being injured compared with non-Aboriginal victims (31%).

- 33% of female Aboriginal spousal violence victims experienced violence serious enough to fear for their lives, compared to 22% of non-Aboriginal victims.
- Between 1999 and 2004, 36% of Aboriginal women, compared with 17% of their non-Aboriginal counterparts, reported experiencing emotional abuse from a partner.
- Between 1991 and 1999, spousal homicide rates of Aboriginal women were more than eight times the rate for non-Aboriginal women.
- The overall mortality rate due to violence is three times higher for Indigenous women than non-indigenous women. The rate rises to five times higher for Indigenous women aged 25 to 44, compared to non-Indigenous women.
- While it is clear that Indigenous women and girls in Canada face a much higher risk of violence than other sectors of society, there are no complete or comprehensive statistics available on the full extent of violence against Indigenous women in the country.
- The Native Women's Association of Canada (NWAC) has estimated that over the past twenty years more than five hundred Indigenous women may have been murdered or gone missing in circumstances suggesting violence.
- Up to 75% of survivors of sexual assaults in Aboriginal communities are young women under 18 years old. 50% of those are under 14 years old, and almost 25% are younger than 7 years old.
- Eighty-two percent of all federally sentenced women report having been physically and/or sexually abused. This percentage rises to 90% for Aboriginal women.

8.9 Women and Health

General Health Indicators:

- According to 2003 estimates, life expectancy at birth for both women and men in Newfoundland and Labrador is slightly less than the Canadian average. It is 81 years for women and 75.4 years for men in the Province, while 82.4 years for women and 77.4 years for men in Canada.
- In Newfoundland and Labrador, life expectancy at birth for women is the lowest among Canadian provinces (excluding territories). The same trend holds true for women's life expectancy at age 65 (19.3 more years in Newfoundland and Labrador, 20.8 of the Canadian average).
- In 2003, the percentage of Newfoundland and Labrador males (50.1%) reporting to be physically active was higher than for females (38.7%). Compared to all Canadian women, women in Newfoundland and Labrador reported a lower percentage of physical activity level as well (48.3% vs. 38.7%).
- In 2003, a higher percentage of women in Newfoundland and Labrador were overweight (29.5%) than Canadian women overall (24.5%). However, a lower

percentage of women were overweight compared to the percentage of overweight men in Newfoundland and Labrador (45.3%).

- NL had a higher percent of women in the obese category as well. In 2003, 19.3% women in the Province were reported to be obese compared with 13.3% women in Canada. The obesity rate for women was slightly lower than it was for men in the Province (19.3% vs. 20.4%).
- NL women were behind Canadian women overall in the consumption of fruit and vegetables. In 2005, only 28.2% of women in Newfoundland and Labrador stated that they consumed 5 or more servings of fruit and vegetables per day, compared to 48.3% of women in Canada.
- On the other hand, we consume more alcohol than Canadian women in general. In 2005, 17.5% of women in Newfoundland and Labrador consumed 5 or more alcoholic drinks on one occasion, 12 or more times in a year, compared with 12.6% of women in Canada. An even higher percentage of men (45.9%) in the Province answered "yes" to above category.
- 20.5% of women vs. 17.9% of men suffered from high blood pressure in the Province in 2005. These percentages were considerably higher than the Canadian total (15.7% of women and 14.1% of men in Canada).
- In 2005 only 45.2% of women between the ages 50 and 69 received a routine screening mammogram within the last two years in Newfoundland and Labrador. The Canadian average was 50.8 %.
- In 2005, Newfoundland and Labrador had the highest percentage of people diagnosed with diabetes by a health professional in Canada (6.8% vs. 4.9% Canadian average). The percentage of women with diabetes (6.6%) was lower than the percentage of men (7.1%) with diabetes in the Province the same year.
- There were approximately 420 family doctors in this Province in 2002 – 2003, or 84 family doctors per 100,000 people. The Canadian rate for this period was 96 per 100,000. In comparison to this Province, a higher percentage of residents from the other Atlantic Provinces reported having a family doctor (Prince Edward Island - 91.3%, Nova Scotia - 94.3%, and New Brunswick - 92.3%).
- Women in Newfoundland and Labrador stated experiencing less life stress than women in Canada. In 2005, 13.6% women in Newfoundland and Labrador said that they didn't experience any life stress at all, compared with 10.6% of women in Canada.
- Similarly, 78% of the women in Newfoundland and Labrador stated "having a very strong sense of belonging to community" in 2005, compared with only 62.9% of women in Canada. Women's sense of belonging in Newfoundland and Labrador was higher than men's in Newfoundland and Labrador (75.9%) as well.

- On the other hand, women in the Province experienced more life stress than the men. 16.3% of women vs. 14% of men experienced "quite a lot life stress", 70% of women vs. 67.8% men experienced "some" life stress.

HIV and AIDS:

- In Canada, between 1979 and 2006 (as of December 31, 2005) a total of 1,786 AIDS cases have been reported in women (aged 15 years and older). It represents 8.9% of all AIDS cases in Canada.
- The proportion of all reported adult AIDS cases occurring in women has increased over time, from 6.4% before 1995 to 21.7% in 2005 (59 cases out of 272 in 2005).
- Similarly, women represent an increasing number and percentage of Canadians who are HIV positive. In 2005, 25% of new infections in Canada were in women.
- HIV infection appears to be a particular problem for women in prison, Aboriginal women and black women.
- The proportion of adolescent and young women (aged 15 to 29) is the highest among positive HIV test reports. In 2003, women accounted for 42.5% of positive test reports among those aged 15 to 29 years. In 2005, it decreased to 34%.
- Heterosexual contact (64.8% in 2005) and injected drug use (IDU) (27% in 2005) are the two major risk factors for HIV infection in women.
- For Aboriginal women IDU is the primary risk factor. Between 1998 and 2004, 65.2% of all reported positive HIV cases among Aboriginal women were attributed to IDU, followed by heterosexual contact at 32.7%.
- Aboriginal women are at higher risk than their male counterparts and non-aboriginal women. Women represent nearly half (45%) of all positive HIV test reports among Aboriginal peoples, compared with 20% of reports among non-Aboriginal peoples.
- Similarly, before 1993, females represented 11% of reported AIDS cases among Aboriginal peoples. Yet, by 2003, the proportion had increased to 40%.
- In Newfoundland and Labrador, between 1979 and 2006 (as of December 31, 2005) 19 women and 71 men were reported to have AIDS.
- In other words, among reported AIDS cases in the Province the male to female ratio is 4:1 (i.e., for every 4 men 1 woman is reported to have AIDS). After Yukon and Northwest Territories this is the highest male to female ratio in Canada. The national total is 10:1.
- However, since 1999, only 2 women are reported to have AIDS.
- During the same time period, 187 men and 52 women tested HIV positive in Newfoundland and Labrador. The male to female ratio (4:1) is slightly higher than Canadian total (5:1).

Cancer:

- In Canada, the most frequently diagnosed type of cancer for women is breast cancer. However, the death rate from breast cancer has been on a downward trend since the mid-1980s (24.1 deaths per 100,000 in 2003).
- In contrast, lung cancer remains the leading cause of cancer death for both men and women. It accounted for 26.3% of all cancer deaths in 2003, the largest proportion for any cancer type.
- Lung cancer incidence and mortality rates continue to climb, especially among women. In the last quarter century, women's lung cancer mortality rate has more than doubled, from 16.3 deaths in 1979 to 35.4 deaths per 100,000 in 2003. The National Cancer Institute of Canada estimates that in 2006, 8,600 Canadian women will die from lung cancer.
- Generally, both incidence and mortality rates of cancer are higher in eastern provinces and lower in western provinces.
- Cancer incidence and mortality rates are higher in females than males during the reproductive years, although males have higher rates at all other stages of life.
- On the basis of current incidence and mortality rates, 38% of Canadian women will develop cancer during their life times; 24% of them will die from cancer.
- 2.7% of Canadian women have had a diagnosis of cancer in the previous 15 years. 1% of the female population are survivors of breast cancer.
- According to a 2002 report, Canadian cancer statistics consistently report higher incidence and mortality rates for cervical cancer in Newfoundland and Labrador than in the rest of Canada. The incidence rate for Newfoundland and Labrador is 16.4 per 100,000 women while the national average is 9.8 per 100,000. This is almost 67% higher than the national average.

8.10 Women in Leadership and Decision Making Positions

- In the 2006 federal election, 64 women were elected (20.8% of all those elected). This is one seat less than the previous record of 65 (21.1%) set in the 2004 election. The 64 women elected represented 16.8% of all women candidates in the 2006 election campaign.
- In the House of Commons, 20.8% of seats (64 out of 308) are currently held by women. With this rate, Canada is still far from the 30% minimum necessary to ensure a critical mass of women, and ranks 45th internationally in the representation of women in the lower House of Parliament.
- Visible minority women and Aboriginal women are even further under-represented. In fact, just three Aboriginal women have been elected to the Canadian House of Commons since 1867.

- The representation of women in Canada's Senate is considerably higher than in the House of Commons. 35% of senate seats held by women.
- The representation of women on municipal councils (21.7%) and in provincial/territorial legislatures (20.6%) is similar to that at the federal level. With 32% of seats in the National Assembly held by women Quebec has become first among the federal/provincial/territorial jurisdictions in Canada to meet the critical threshold of 30%.
- In Newfoundland and Labrador between 2003 and 2004, approximately 35% of appointments to Government agencies, boards and commissions made were women. Women comprised 21% of members in the House of Assembly and 29% of Cabinet members.
- During the same period, within the public service women comprised only 15% of deputy minister positions, 33% of assistant deputy minister positions, 28% of director positions and 30% of other managerial positions.
- As of July 2006 in Newfoundland and Labrador, there are 3 female members of the Cabinet out of 16 positions (18.75%). In the federal Cabinet there are 6 women out of 27 (22.2%).
- In the 2006 federal election, out of 7 ridings in the Province, 6 ridings had women candidates (32.1% of all candidates).
- Currently in Newfoundland and Labrador, there are 10 women occupying the House of Assembly out of 48 seats (20.83 %). It is the same percentage rate as in the House of Commons.
- In March 2004, at the municipal decision-making level, there were 53 female heads of councils vs. 230 male (18.7% women), 362 female councillors vs. 949 male (27.6% women), and 211 female city managers vs. 72 male (74.6% women) in Newfoundland and Labrador.

8.11 Women with Disabilities

- Women make up the majority of the Canadian population of persons with disabilities. In 2001, 13.3% of Canadian women had a disability.
- For the same year Statistics Canada recorded 30,050 women (aged 15 years and over) who identified with a disability in Newfoundland and Labrador. This would represent 14.3% of all women (aged 15 years and over) living in the Province.
- According to 2001 statistics in Newfoundland and Labrador, the employment rate among women (between the ages 15 and 64) with disabilities is 23% with an average annual income of $12,767. For women without a disability the employment rate is 50.4% with an average annual income of $15, 538.
- Compared to a 12% unemployment rate among women without disabilities, 40% of women with disabilities are unemployed in the Province.

- In 2004, illness and disability were the second major reason for social assistance claims (about 30% of all claims) in Newfoundland and Labrador.
- Overall, women with disabilities are three times more likely to rely on Government programs than women without disabilities and more likely than men with disabilities.
- However, according to the 2006 National Council of Welfare study, in 2005 a person with a disability experienced the sharpest decline in her/his welfare income in the Province compared to other types of households. Between the years 1989 and 2005, welfare incomes for a person with a disability decreased 10.2%, from $10,836 in 1989 to $9,728 in 2005. On the other hand, single employable people, lone parent families, and couples with two children have all seen their welfare incomes increase.
- In Newfoundland and Labrador women with disabilities outnumber men with disabilities in all sectors of postsecondary education except the trades and technology. Almost twice as many women as men with disabilities graduate from university.

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APPENDIX A

Pamphlet: The Provincial Advisory Council on the Status of Women

What The Newfoundland and Labrador Advisory Council on the Status of Women is an independent organization with a mandate to advise, advocate and educate on matters pertaining to the status of women in Newfoundland and Labrador. The Advisory Council is arms-length from Government and draws its information, analysis and strategies from the provincial women's community through equality-seeking feminist organizations, as well as individual women and women's groups with whom we share a common equality agenda.

Who The Council consists of eleven women, including a President/CEO and Vice President, appointed for three-year terms. The President/CEO's position is salaried and she works to maintain an everyday presence on issues of women's equality and inclusion. In 1996, the Council was restructured to include Members nominated by grassroots equality-seeking women's councils in Newfoundland and Labrador. Throughout 2002-03 the Council worked with women's equality-seeking groups, the Minister Responsible for the Status of Women and the Women's Policy Office to develop feminist criteria for future appointment to the Advisory Council. These criteria ensure that Council Members have knowledge of women's equality issues, are connected to the provincial women's community, and are able to reflect women's everyday realities and experiences in communities and regions throughout the Province. Along with the President/CEO, a Community Liaison/Communications Director and an Administrative Assistant support the everyday work of the Advisory Council.

Why The Council recognizes that women's equality and inclusion are essential to the decision making which guides the direction of our organizations, communities and Province. However, women are still not equal in our society and, despite recent advances, violence and gender discrimination are pervasive. The Council uses its strong connection to women's groups to provide information and analysis to Government about the differing impacts of programs, policies, services and legislation on women, families and communities.

When The Advisory Council was established in 1980 by the Government of the day, and received legislative standing with the introduction of the *Status of Women Advisory Council Act*. Throughout its history, Council and Staff have worked with Premiers, Cabinet Ministers, Ministers Responsible for the Status of Women and interested Members of the House of Assembly from all political parties to advance the status of women throughout the Province.

How The Advisory Council advises, advocates, lobbies and educates on issues affecting the status of women in Newfoundland and Labrador. This work is accomplished by using the information and analysis of the Council Members, the skills of Staff and the sharing of strategies with other women's equality/equity organizations. The Council works through feminist process and practice both within the framework of Council meetings and by using a team approach to Staff work. This is accomplished through validation, shared decision making and constantly working toward the creation of a woman-centered environment.

Where The Advisory Council office is located in St. John's. The Council meets on a quarterly basis for two-day meetings. Council Staff are accessible by phone, fax and email and are available to meet with community and Government representatives.

APPENDIX B

Powers of the Provincial Advisory Council on the Status of Women

"10. The Advisory Council may:

(a) receive and hear submissions and suggestions from individuals and groups concerning the status of women;

(b) research matters relating to the status of women and suggest research areas that may be studied by an interested person;

(c) recommend and participate in programs concerning the status of women;

(d) recommend legislation, policies and practices to promote equality of opportunity for women and to improve the status of women;

(e) publish reports, studies and recommendations that the advisory council feels advisable;

(f) present reports to the Premier for presentation to the House of Assembly;

(g) appoint, promote or remove administrative and secretarial staff and all other employees except the president and vice-president;

(h) accept and disburse grants, gifts and bequests to the advisory council and payments for services and research;

(i) select a seal for the advisory council and retain sole custody and use of it;

(j) appoint advisory committees and pay the reasonable expenses incurred in connection with the work of a committee that the advisory council may approve;

(k) delegate to a committee, appointed under paragraph (j), those of the powers and duties of the advisory council that it thinks appropriate;

(l) provide facilities and grants, enter into agreements for research and prescribe the terms and conditions under which research may be conducted on behalf of the advisory council; and

(m) perform those other functions not inconsistent with this Act that it considers advisable for its proper administration and advancement."

Chapter S-25: AN ACT RESPECTING THE ADVISORY COUNCIL ON THE STATUS OF WOMEN (1980 c18 s10; 1991 c32 s5)

APPENDIX C

Provincial Advisory Council on the Status of Women Stakeholders

There are numerous equality-seeking and anti-violence organizations whom the Advisory Council considers to be sisters and/or partners in our work to eradicate violence, inequality, and exclusion. These include:

Regional Organizations:

- Bay St. George Family Resource Centre
- Bay St. George Status of Women Council/Women's Centre
- Burin Family Resource Centre
- Cara Transition House
- Carbonear Women's Group
- Central Family Resource Centre
- Central Newfoundland Status of Women Council/Women's Centre
- Churchill Falls Women's Group
- Committee Against Violence Incorporated
- Corner Brook Family Resource Centre
- Corner Brook Status of Women Council/Women's Centre
- Corner Brook Transition House
- Discovery Women's Network
- Eastern Region Committee Against Violence
- Gander Family Resource Centre
- Gander Status of Women Council/Women's Centre
- Gateway Status of Women Council/Women's Centre
- Grace Sparkes House
- Grenfell Regional Anti-Violence Team
- Hope Haven
- Independent Living Resource Centre
- Iris Kirby House
- Labrador Straits Women's Group
- Labrador West Status of Women Council/Women's Centre
- Labradorians for Peaceful Communities
- Lantern (The)
- Libra House
- Mokami Status of Women Council/Women's Centre
- Nain Safe House
- Nipavut
- Nukum Munik Shelter

- Regional Coordinating Coalition Against Violence (Eastern Avalon)
- St. Anthony Women's Group
- St. John's Native Friendship Centre
- St. John's Status of Women Council/Women's Centre
- Torngait Inuit Annait
- Trepassey Women's Group
- Western Regional Coalition to End Violence
- Women's Resource Centre, Memorial University of Newfoundland
- Other organizations and groups

Provincial Organizations:

- AIDS Committee of Newfoundland and Labrador
- Association for New Canadians
- Canadian Federation of University Women (Newfoundland Chapter)
- Canadian Mental Health Association - Newfoundland and Labrador
- Child Care Coalition
- Citizens' Crime Prevention Association of Newfoundland and Labrador
- Coalition of Persons with Disabilities
- Community Services Council of Newfoundland and Labrador
- Feminist Coalition of Newfoundland and Labrador
- Legal Aid Commission
- Making Work Pay Coalition
- Multicultural Women's Organization of Newfoundland and Labrador
- Newfoundland and Labrador Human Rights Association
- Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre Inc.
- Newfoundland and Labrador Women's Institutes
- Newfoundland Gays and Lesbians for Equality
- Planned Parenthood Newfoundland and Labrador
- Provincial Association Against Family Violence (PAAFV)
- Public Legal Information Association of Newfoundland and Labrador (PLIAN)
- School of Social Work, Memorial University of Newfoundland
- Seniors' Resource Centre
- Women in Science and Engineering (WISE)
- Women Interested in Successful Employment (WISE)
- Women in Resource Development Committee (WRDC)
- Women's Studies Program, Memorial University of Newfoundland
- Victim Services
- Violence Prevention Initiative (VPI)
- Other organizations and groups

Federal/Atlantic Region:

- Atlantic Centre of Excellence for Women's Health
- Canadian Association of Elizabeth Fry Societies (CAEFS)
- Canadian Association of Sexual Assault Centres (CASAC)
- Canadian Bar Association
- Canadian Feminist Alliance for International Action (FAFIA)
- Canadian Research Institute for the Advancement of Women (CRIAW)
- Canadian Women's Health Network (CWHN)
- Canadians for Equal Marriage (CEM)
- Council of Canadians
- DisAbled Women's Network Canada (DAWN Canada)
- MediaWatch
- Muriel McQueen Fergusson Centre for Family Violence Research
- National Action Committee on the Status of Women (NAC)
- National Anti-Poverty Organization (NAPO)
- National Association of Women and the Law (NAWL)
- Native Women's Association
- Policy Action and Research List (PAR-L)
- Women in Trades and Technology National Network (WITT- NN)
- Women's Legal, Education and Action Fund (LEAF)
- Other organizations and groups

Additionally, the Provincial Advisory Council on the Status of Women meets and consults with Government departments, agencies and/or Ministers on an ongoing basis to provide gender analysis, assess the impacts of Government decision making on women, families and communities, and recommend policies, programs, services or legislation to improve the status of women. These include:

Provincial Government Departments and Agencies:

- Education
- Executive Council
- Finance
- Health and Community Services
- Human Resources, Labour and Employment
- Human Rights Commission
- Innovation, Trade and Rural Renewal
- Justice
- Labrador and Aboriginal Affairs
- Newfoundland and Labrador Housing Corporation
- Office of the Child and Youth Advocate
- Office of the Citizens' Representative
- Premier's Council on Social Policy
- Premier's Office

- Royal Newfoundland Constabulary
- Rural Secretariat
- Women's Policy Office
- Other departments and agencies

Federal Government Departments and Agencies:

- Justice Canada
- Health Canada
- Human Resources and Social Development Canada
- Human Rights Commission
- Law Commission of Canada
- National Crime Prevention Strategy
- National Defense
- Public Health Agency of Canada
- Royal Canadian Mounted Police (RCMP)
- Status of Women Canada
- Voluntary Sector Initiative
- Other departments and agencies

APPENDIX D

November 25, 2005 Meeting with the Staff and Board of the PACSW and Status of Women Councils/Women's Centres

Representatives from each of the province's Status of Women Councils/Women's Centres met with the Board and Staff of the Provincial Advisory Council on the Status of Women, Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre and Canadian Feminist Alliance for International Action (FAFIA) in St. John's to discuss two key issues:

1. Recommendations as to how the Provincial Advisory Council on the Status of Women, WPO and Status of Women Minister, can work to advance women's equality and a women's equality agenda in Newfoundland and Labrador:
   - What's working
   - What's challenging
   - Recommendations
2. Recommendations for a collaborative process for the selection of a 2006-2009 Board for the Provincial Advisory Council on the Status of Women.

The following is a summary of the key points and recommendations raised during the discussions.

What is Working/What Needs to Continue:

- Coalitions of equality-seeking groups that focus on a provincial agenda work very well. Such coalitions tend to garner more resources and media attention, as well as present a unified front among like-minded organizations.
- The Advisory Council's listserv provides a connection for women and women's groups in isolated communities, resulting in a strengthened shared analysis. It is also a useful means of keeping abreast of media issues and responses.
- The PACSW website provides links to information, organizations and publications that women's groups wouldn't be able to otherwise access.
- Conference calls coordinated by the Advisory Council with Status of Women Councils/Women's Centres are very beneficial. This connection also enables the PACSW and feminist equality-seeking women's groups to set our own agenda, as well as informing the Advisory Council about the concerns of women throughout the Province.

- Collaboration with the Advisory Council strengthens the work of other organizations around the country, such as FAFIA. It is essential to monitor progress at a national level. PACSW provides a constant reality check on state of women's equality in Newfoundland and Labrador and strengthens our national activism/women's movement.
- Opportunities to come together and meet with other Status of Women Councils/Women's Centres and the Advisory Council connect our work at the provincial level and strengthen our mutual efforts toward equality.
- The Advisory Council is a tremendous resource for women's equality-seeking organizations. Women are able to connect with the Advisory Council for advice, analysis, information, assistance etc. as needed. This connection has been strengthened over the last year with an increase in face-to-face meetings.
- The Advisory Council's ability to work with women and Women's Centres/Status of Women Councils in different regions of the Province is invaluable. PACSW's work of preparing reports and sharing the analysis from these meetings further strengthens our provincial women's movement and the work of our individual organizations.
- The Advisory Council President is very vocal in the media, speaking directly to the issues and concerns she hears from women in communities. This ensures that there is always a grassroots connection in setting a women's equality agenda.
- The Advisory Council's media work assists women and women's organizations who may not be safe or able to speak out on women's/equality/feminist issues in their own communities.
- The Advisory Council's work of mobilizing and connecting women in community facilitates the formation and organization of new/emerging women's organizations, such as the Nipavut women's group in Nain.

Challenges:

- Financial resourcing and geographical isolation are ongoing challenges for women's groups; because of this, Status of Women Councils/Women Centres are not always able to connect to each other.
- Women's equality-seeking organizations are often overwhelmed by inadequate levels of funding coupled with tremendous workloads within communities. This presents a challenge in staying connected to the PACSW.
- Staying connected to the Women's Policy Office and Status of Women Minister remains a challenge for grassroots women's organizations. We need to respect the women who work within Government and their limitations.

- The slow response of Government to the requests by Women's Centres.
- A major challenge is how to infuse feminism and feminist issues within Government departments and political agendas.
- Assisting politicians, particularly men, to understand that feminism includes and benefits men and families is also challenging.
- Oftentimes, our community leaders are not feminists, and do not have an understanding of women's equality issues. This lack of awareness further perpetuates inequality and injustice at the community level.
- Accountability and reporting requirements for funding are very time consuming for women's organizations, adding to our already overwhelming workloads.
- Women's organizations have access to many tools, reports and information. Our challenge is how we can best use these tools for the advancement of women.
- Negative attitudes about women are still prevalent in the public sphere. We need to increase our critical mass of feminists.
- There is a lack of public acknowledgment that "poverty" exists. Poverty is sometimes hidden or difficult to see (e.g., working poor), resulting in the false public perception that poverty does not exist and is not an issue in our communities and Province.
- The Minister's schedule is very busy, which is a challenge in terms of her attendance at PACSW and other meetings with women's groups.
- The splitting or separation of social and economic agendas is problematic, as social and economic issues are interconnected and interrelated, and need to be considered within the same context.
- An ongoing challenge is how to get issues of concern to a level where real change can take place (i.e., Pay Equity settlement). Why are issues still not being addressed? The lack of "direct action" to advance women's equality by governments results in frustration, which further results in political disengagement.
- Political will and government priorities do not often align with those of the women's community. For example, there is political acknowledgment of women issues but a lack of action and commitment to addressing these issues by governments.
- Government departments, and even Government as a whole, need to be accountable to the broader women's community not just women's organizations having to be accountable to Government for the meager resourcing received.
- Communication in remote and smaller communities is problematic. In Northern communities, one-on-one meetings are oftentimes the only way to communicate due to language barriers. This heightens the challenge of raising awareness of women's issues within these communities.

- Government appears to be "listening" to women but not really "hearing" the issues. This results in women feeling a lack of respect from politicians and bureaucrats.
- We need to ensure that internal Government mechanisms for advancing the status of women share the same agenda as grassroots, community-based women's groups. We need to be on the same page, and working for a common cause not merely used by Government departments for what is decided by them to be important.

Criteria for appointment to the PACSW Board:

- Appointments of the new PACSW President and Board should not be based on political affiliation, as this would cause PACSW to lose credibility within the provincial women's community. The existing feminist criteria should be utilized for all future appointments to the Advisory Council Board.
- Separating the roles of CEO and President would be beneficial if it results in an additional, paid, full-time position.
- If the roles of Advisory Council President and CEO are separated into two positions, we need to ensure that we have both a strong, dynamic full-time President/Chair as well as a full-time Executive Director/CEO.
- It is not feasible to locate either of the Advisory Council positions of President and CEO in another region of the Province. It is important that the President is accessible to the media, Government departments, provincial organizations and politicians.
- The current criteria state that board Members should be drawn from equality-seeking organizations and be known for their equality-seeking work. The current President had tremendous experience in the grassroots women's community, and served as Vice President of the PACSW prior to being appointed President. She was well-versed in the knowledge/history/experience from the organizations and feminist movement. It is critical that in the next appointment process we have someone with a similar skill set.
- It is essential that the current PACSW board Members are consulted in the appointment process as it unfolds.
- Experience in, and a strong grassroots connection to, the provincial women's equality-seeking community is vital in appointing a new PACSW President to ensure women's voices are not lost.

DEDICATION

The 2005-2006 Annual Report of the Provincial Advisory Council on the Status of Women is dedicated to the memory of the fourteen women who were victims of the massacre at l'École Polytechnique in Montreal on December 6, 1989:

Geneviève Bergeron
Hélène Colgan
Nathalie Croteau
Barbara Daigneault
Anne-Marie Edward
Maud Haviernick
Barbara Klucznik Widajewicz
Maryse Laganière
Maryse Leclair
Anne-Marie Lemay
Sonia Pelletier
Michèle Richard
Annie St-Arneault
Annie Tourcotte

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1980-2006 • 26 years of equality, equity and inclusion for women